

PROTECTING



**EMPLOYER STATEMENT
FEBRUARY 2025**

YOUR FUTURE

Our Commitment

This statement provides context to Wilson Security Pty Ltd.'s (Wilson Security) gender pay gap results as reported in the employee data submitted to the Workplace Gender Equality Agency (WGEA) for the 2023-2024 period and outlines the steps we are taking to drive positive change.

We believe diversity is central to the achievement of our purpose to create enduring value for our people, customers, and the communities we operate in.

While this data offers important insights, we acknowledge that the gender pay gap is shaped by a range of structural and systemic factors. We are committed to taking proactive steps through policies, initiatives, and ongoing improvements to promote gender equity across all levels of our organisation.



Insights from our Data

15%

Of our employees are
Women

2.7%

Average Gender Pay Gap
(Total Remuneration)

4.6%

Median Gender Pay Gap
(Total Remuneration)

The gender pay gap (GPG) measures the difference in average pay between all men and all women across the organisation. A positive percentage reflects higher pay for men, while a negative percentage indicates higher pay for women.

Across all metrics, Wilson Security’s pay gaps are significantly lower than Australia’s Private Sector total remuneration GPG of 21.1% and Median GPG of 8.9%.

While Wilson Security’s GPG is currently classified as ‘neutral’ by WGEA, we recognise there remains work to do to further reduce the gap.

Historical Pay Gaps	2021-22	2022-23	2023-24
Average Total Remuneration	2.9%	3.4%	2.7%
Median Total Remuneration	3.5%	3.8%	4.6%
Average Base Salary	1.0%	1.7%	2.3%
Median Base Salary	2.0%	1.9%	2.4%

Table 1: Historical Pay Gaps at Wilson Security



The proportion of women in managerial positions has risen in the last two years.

Historical Workforce Gender Composition	2021-22	2022-23	2023-24
Managers (Men)	87%	84%	82%
Managers (Women)	13%	16%	18%
Non-Managers (Men)	87%	86%	85%
Non-Managers (Women)	13%	14%	15%

Table 2: Historical Workforce Gender Composition at Wilson Security

While women are proportionally represented in management roles relative to overall presence in the workforce, the data indicates they are underrepresented in upper pay quartiles.

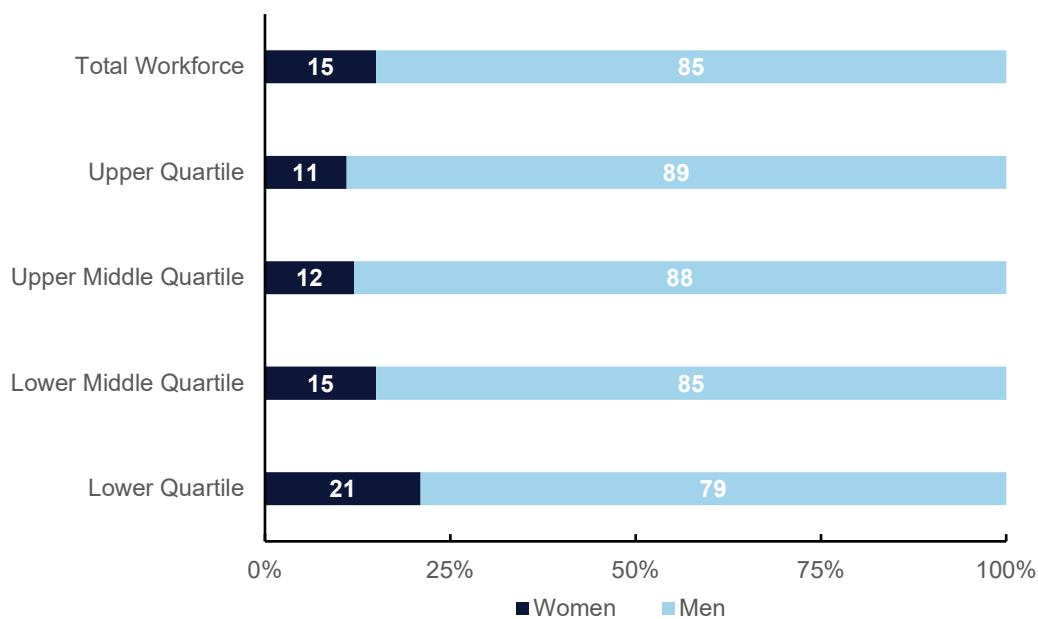


Chart 1: Wilson Security's Gender Composition by Pay Quartile



Closing the Gap

Along with other benefits such as Flexible working, Wilson Security continues to offer employees gender-neutral 18-week paid parental leave and in 2024 Wilson Group established the Women of Wilson 12-month Leadership program, a program aimed at:

- Elevating the profile and strength of women in our business
- Empowering current and emerging female leaders to confidently lead in a commercial environment and
- Addressing and combating systemic and cultural biases that impact inclusion, gender equity, and talent progression at the Company.

To address gender disparities, a gender pay gap analysis has been conducted to identify specific roles or functions where focused interventions can assist to close the gender pay gap at a business unit level.

Wilson Security is dedicated to strengthening Gender Equity through:

1. Actively supporting the development and advancement of women into managerial and key decision-making positions; and
2. establishing clear, measurable objectives and monitoring progress to improve gender balance across roles and pay structures. Wilson Security has set an employment target of 25% women by 2030 and 45% of corporate employees will be female by 2030.

Wilson Security is committed to achieving gender pay equity through transparency, accountability, and action. By addressing pay disparities, setting measurable goals, and fostering an inclusive culture, we strive to create a workplace where all employees have equal opportunities to succeed.



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